



## VACANCY ADVERTISEMENT

### Vacancy Information Download

Reference Number:	KZNPG/20250909/3578
Advert Reference Number:	REF. NO. 353/2025
Job Title:	DIRECTOR: FINANCIAL ACCOUNTING Kindly note that this is a re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.
Job Level:	salary level 13
Vacancy Type:	Internal & External
Salary:	R1 266 714 per annum (all Inclusive, flexible remuneration package)
Department:	KZN TRANSPORT
Component:	HEAD OFFICE
Employment Type:	Permanent
Center:	Inkosi Mhlabunzima Maphumulo House, Pietermaritzburg
Number Of Posts:	1

#### Duties/Responsibilities:

Manage departmental financial system and user configuration. Implement and maintain system policies from National and Provincial Treasury. Ensure improved Financial Accounting, i.e. develop, implement, maintain and coordinate accounting policies, reports, procedures and practices compliant with Generally Recognised Accounting Practices and in line with Modified Cash Standards. Ensure efficient management of departmental Bookkeeping and Accounting services and reporting thereof. Produce departmental financial reports, Annual Financial Statements and Interim Financial Statements. Facilitate improved financial management, i.e. develop, implement and co-ordinate accounting policies, procedures and practices compliant with generally recognised accounting practices. Co-ordinate the compilation of risk assessment and fraud prevention plans and the carrying out of compliance inspections to promote accountable financial administration.

#### Qualifications and Experience:

An undergraduate qualification in a Finance or Accounting field (NQF Level 7) as recognised by SAQA; plus A minimum of 5 years' experience at a middle/senior managerial level in a financial management environment; plus A valid driver's licence (minimum Code B).

NOTE: It is the intention of this Department to consider equity targets when filling this position. Prior to appointment being made to an SMS post, the appointee must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. The Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours. Full details may be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical skills of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

#### Essential Knowledge, Skills and Competencies Required:

Extensive knowledge of the financial prescripts of the Public Finance Management Act and Treasury Regulations. Knowledge of advanced financial and analytical methodologies. Knowledge of the financial management information systems in the Province. Knowledge of the Labour Relations Act. Knowledge of computer-based information systems. Project management skills - provide financial information for planning and decision making by studying past, present and anticipated financial conditions and recommending courses of action. Communication skills - prepare reports required in terms of Public Service statutory framework by collecting, formatting and explaining information. Effective communication, negotiation and influencing skills. Functional ability - maintaining accounting controls, reconciling financial discrepancies, preparing financial reports, maintaining financial security, guiding staff, answering accounting procedure inquiries. Skills in coaching and developing people - ensure that staff are trained in financial practices and procedures. Improve senior management financial knowledge. Computer literacy. The ideal candidate should be a quick thinker - provide financial information for planning and decision making and recommending courses of action where tight deadlines apply. He / she should also be an innovative thinker, problem solver and a team player - contribute to team effort by accomplishing results as needed.

Additional Information
<p>ENQUIRIES: Mr T Nkosi033 - 355 8792  FOR ATTENTION: Mr C McDougall  Kindly note that this is a re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.</p> <p>It is the intention of this Department to consider equity targets when filling this position. Prior to appointment being made to an SMS post, the appointee must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. The Senior Management Pre-Entry Programme, which is a public service specific training programme applicable to all applicants who aspire to join the SMS, is to ensure that potential SMS members have a background on processes and procedures linked to the SMS. The duration of the online Pre-Entry Programme is 120 notional hours. Full details may be sourced by the following link: <a href="https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/">https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/</a>. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.</p> <p>NOTE:It is the intention of this Department to consider equity targets when filling this position.</p> <p>APPLICATIONS: Please note applications can be hand delivered to the Office of the Department of Transport, Inkosi Mhlabunzima Maphumulo House, 172 Burger Street, Pietermaritzburg, or couriered via postal services to Recruitment &amp; Selection Section, Human Resource Administration Directorate, Private Bag X 9043, Pietermaritzburg, 3200. Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at <a href="http://www.kznonline.gov.za/kznjobs">www.kznonline.gov.za/kznjobs</a>.</p>

How to apply
<p>To apply please log onto the e-Government Portal: <a href="https://www.eservices.gov.za/">https://www.eservices.gov.za/</a> and follow the following process;</p> <ol style="list-style-type: none"> <li>1. Register using your ID and personal information;</li> <li>2. Use received one-time pin to complete the registration;</li> <li>3. Log in using your username and password;</li> <li>4. Click on “Employment &amp; Labour”;</li> <li>5. Click on “Recruitment Citizen” to create profile, update profile, browse and apply for jobs;</li> </ol> <p>Or, if candidate has registered on eservices portal, access <a href="https://www.eservices.gov.za/">https://www.eservices.gov.za/</a>, then follow the below steps:</p> <ol style="list-style-type: none"> <li>1. Click on “Employment &amp; Labour”;</li> <li>2. Click on “ Click on KZN Provincial Government e-Recruitment Vacancies, S'Thesha Waya Waya”;</li> <li>3. Log in using your username and password;</li> <li>4. Click on “Recruitment Citizen” to create profile, update profile, browse and apply for jobs;</li> </ol> <p>For support, please send an email to: <a href="mailto:KZNHelpDeskRecruit@KZNpremier.gov.za">KZNHelpDeskRecruit@KZNpremier.gov.za</a></p>

Closing Date : 29 Sep 2025
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Disclaimer
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## DISCLAIMER FOR KZN E-RECRUITMENT SYSTEM

- a) The KwaZulu-Natal Provincial Government and all KwaZulu-Natal Provincial Public Entities are equal opportunity, affirmative action employers, and preference may be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. The filling of posts may also be guided by the Departments/ Entities Employment Equity plan/targets.
- b) If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- c) Applications received after the closing date will not be considered.
- d) Please clearly indicate the name of the post and reference number of the position for which you are applying.
- e) Applicants applying for posts in KZN Government Departments via the online e-Recruitment system, must upload a copy of their CV onto the system. Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted applicants only.
- f) Applicants applying for posts in KZN Public Entities via the online e-Recruitment system, must upload copies of all documents, including certified copies of all documents stipulated in the advert of the Public Entity.
- g) It is the responsibility of the applicant to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA), prior to the time the qualification documents are requested to be submitted to the KZN Provincial Department or Public Entity.
- h) Only candidates who meet the requirements may apply.
- i) Appointment is subject to verification of the qualifications of the applicant, reference checking, and securing a positive security clearance, in circumstances where this is in relation to the requirement/s for appointment to the post applied for.
- j) Applications from Recruitment Agencies will not be considered.
- k) Applications sent to incorrect email address will not be considered.
- l) The respective Provincial Departments and Public Entities reserve the right not to make an appointment.
- m) The appointed candidate shall be required to sign a performance agreement.
- n) Reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment in their application/CV to facilitate this.
- o) The respective Provincial Departments and Public Entities reserve the right to regard a negative record on any verification check or risk assessment conducted, as sufficient grounds for refusal to select a candidate for appointment.

By utilising the KZN Provincial e-Recruitment system, you hereby specifically acknowledge that you have read and accepted the following disclaimer:

I understand and agree that where information is provided, whether personal or otherwise, it may be used and processed by the owner of this e-Recruitment system, and such use may include placing such information in the public domain.

All reasonable measures to protect the personal information of users will be taken, provided that for the purpose of this disclaimer (personal information) will be as defined in the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) and the Protection of Personal Information Act, 2013 (Act No. 4 of 2013).

The information and reports contained herein may not necessarily be accurate or final and must be viewed in the context of when such information or report is dated.

The KwaZulu-Natal Provincial Government and all KwaZulu-Natal Provincial Public Entities, including their respective officials, duly appointed representatives, agents, and contractors, accept no liability whatsoever for any loss or damage, whether direct, indirect, special, or consequential, or expenses of any nature whatsoever, which may arise as a result of, or which may be attributable directly or indirectly to, information made available on these pages or links, or actions or transactions resulting therefrom.

By using the KZN Provincial e-Recruitment system, I specifically consent and submit to the jurisdiction of the South African Courts in regard to all proceedings, actions, applications, or the like, instituted by either party against the other where necessary.

If you do not agree to be bound by these terms, please do not make applications for posts through the KZN Provincial e-Recruitment system.